



# CommuniQUÉ

J U L Y 1 9 9 9



## *A Pledge to* **REMEMBER:**

*Honoring Fallen Officers*

# HEADQUARTERS *News*

## **Service Honors Officers Killed in the Line of Duty in 1998**

*The following remarks were given by Commissioner Meissner at a special Headquarters memorial ceremony on May 14 honoring those INS officers who gave their lives in the line of duty in 1998. Out of respect for these fine officers and their families, we have reprinted her remarks in their entirety.*

Good afternoon. On behalf of the employees of the Immigration and Naturalization Service, I'd like to thank you for attending this special ceremony held to honor INS law enforcement officers who have given their lives in the line of duty over the past year.

I would especially like to welcome the mothers and fathers, wives and husband and children of the Special Agent and six fallen Border Patrol agents for whom we pay tribute today. To the families of Juan Reyes Orellana, Alexander Kirpnick, Susan Lynn Rodriguez, Ricardo Salinas, Juan De La Ossa, Thomas J. Williams, and Walter Scott Panchison, we are proud to have you with us for this special ceremony honoring the lives of these fine officers—all cherished members of the INS family.

1998 was truly a tragic [year] for the Service, with seven officers lost in the line of duty. As INS continues to grow, and the Border Patrol prepares to commemorate its 75th anniversary later this month, we must take the time to look back and remember those agents who have made the ultimate sacrifice to protect the laws we hold so dear.

These fine men and woman represented the best INS has to offer—from new line officers to a senior aircraft pilot and special agent. As we honor them today, we do not focus solely on their passing, but on lives lived with dedication and courage. They touched all those they met, and challenged

others to live up to their standards of excellence.

**Special Agent Juan Reyes Orellana** worked in a variety of Officer Corp positions during his 23-year career with INS.



Beginning his career in San Diego in 1975, he moved up quickly, reaching the position of Supervisory Border Patrol Agent in 1982.

In 1983 he transferred to San Ysidro, California, working as an Immigration Inspector at the United States' busiest land port-of-entry. Later moving to San Francisco, he was promoted to the position of Immigration Examiner, and was again

promoted—this time to the position of Criminal Investigator—in the Los Angeles district in 1992.

He was most recently assigned to the district's Santa Ana Anti-Smuggling Unit, and was detailed to El Centro, California, as part of INS' initiative to control alien smuggling in that area of the state. In that position, he was at the forefront of an important nationwide law enforcement effort. For this, and his many other contributions to our mission and our country, our appreciation is deep, heartfelt, and abiding.

**Border Patrol Agent Alexander Kirpnick** was an immigrant himself, arriving in America in 1988 with his family who were refugees from Ukraine in the former Soviet Union. They came here fleeing religious persecution in their native country, as have so many others.

Agent Kirpnick was the most talented linguist in the Tucson Sector, fluent in six languages—Ukrainian, Russian, Yiddish, Hungarian, Spanish, and English. He used these skills on several occasions when illegal Russian immigrants were found having crossed the Southwest border into Arizona.

Agent Kirpnick enjoyed the rugged outdoor work of the Patrol, and was well respected by his peers and supervisors alike. Just 27 years old, he quickly made friends with the families of other Border Patrol agents within the sector and spent much time with them. He was also very close to his family, calling his sister Zhanna regularly to tell her about life in his new home in Arizona.

Coming so quickly after the death of Agent Kirpnick at the hands of ruthless drug smugglers, the loss of Border Patrol Agents Susan Lynn Rodriguez and Ricardo Guillermo Salinas shocked and saddened us once again.

*continued on page 4*

## Mid-year Naturalization Update Released at Headquarters

In a May 25 backgrounder produced by the Headquarters Office of Public Affairs (OPA) in conjunction with the Immigration Services Division (ISD) INS provided an FY99 mid-year update of Service naturalization initiatives and progress.

According to the backgrounder, "INS' top service priority is reducing the naturalization application backlog. Over the past six months, INS has worked diligently to redesign the naturalization process and increase the number of naturalization applications completed, while maintaining the highest standards of process integrity." As a result, during the first six months of the fiscal year, the Service processed 461,543 citizenship applications, a 91 percent increase over the 241,766 applications completed during the same time last year.

However, the number of completions still fell short of INS' application processing target for that period by more than 68,000 cases, according to the information released. Despite this fact, "INS remains committed to completing 1.2 million naturalization applications this fiscal year...[and] the agency goal is, by September 30, 1999, to reduce the national average projected processing time to complete a naturalization application...to 12 months.

To accomplish these goals, the backgrounder detailed a variety of production initiatives that are being implemented to address "the single largest obstacle to achieving production goals for FY99...the inability to move interview-ready work from INS service centers...to our district offices where applicants are interviewed and cases completed." These initiatives include:

- Allowing field offices the flexibility to adjudicate cases using a variety of computer systems (and even more work manually, if necessary) to ensure that all casework is progressing toward completion;

*continued on page 8*

The INS *Communique* is published by the Headquarters Office of Public Affairs to inform employees of the Immigration and Naturalization Service about official and unofficial activities. Readers are invited to submit articles, photographs, and letters to the editor. Write to INS Public Affairs, Washington, DC 20536; or phone (202) 514-2648. This newsletter and other useful information also are available on the Internet through the INS web site at <http://www.ins.usdoj.gov>.

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**Cover:** As part of a memorial flag-raising ceremony at INS Headquarters on May 14, El Paso, TX, Sector Border Patrol Agent Ruben Carrillo plays taps in remembrance of the seven INS officers killed in the line of duty in 1998 (see Commissioner's remarks, beginning on page 2). Agent Carrillo was also selected to play taps at the National Memorial ceremony on May 15. (photo by Border Patrol Agent James Bunner)

### HEADQUARTERS NEWS

Honoring Fallen Officers .....	2
Mid-year Naturalization Update .....	3
A Place of Honor .....	4
FY99 Alien Removal Figures .....	5

### BCI UPDATE

The Investigations Initiative .....	5
-------------------------------------	---

### INS NEWS OF NOTE

HRIFA Regulations and Procedures .....	7
New NACARA Benefits Announced .....	7
Long-term Detainee Policy .....	8
New Public Charge Regulation .....	9
Proposed Fee Changes .....	9
Sentencing in Agent Shooting .....	9
Protecting Canines and Horses .....	10
\$1.9 Million Fine for Illegal Hiring .....	10
High Court Ruling on Expulsion .....	10
Ethnicity and Traffic Stops .....	11
Welcome to 'Amerika' .....	11

### INS NEWS FROM THE FIELD

Ellis Island East .....	12
Border Safety Initiative .....	13
Bike Patrol Instruction School .....	14
Miami District Weekly Cable Show .....	15
Orange County, CA, Initiative .....	15
Batavia SPC Accreditation .....	15
Omaha, NE, Mobile ASC .....	16

### RECORDS MANAGEMENT UPDATE

Microfilm Digitization Project .....	17
--------------------------------------	----

### SPECIAL TO THE INS COMMUNIQUÉ

Run to Benefit Orellana Family .....	17
--------------------------------------	----

### INS RECRUITING UPDATE

Recruiting on the Internet .....	18
----------------------------------	----

### INS TECHNOLOGY UPDATE

The OARS Inspection System .....	20
----------------------------------	----

### INS SPECIAL EVENTS

Asian Pacific American Heritage Month .....	21
---	----

### INS TRAINING UPDATE

EOSH Workers' Compensation Training .....	22
Headquarters Intel. Train the Trainers .....	22
Dallas LDC Trains for BCI .....	23
Budget VTEL Training at Headquarters .....	25

### AWARDS NOTES

NFU/Marshals Service Coordination .....	26
Garza a "Hero for Children" .....	26
Goldberg one of "Federal 100" .....	27

### PEOPLE ON THE MOVE

William Yates .....	27
Gus De La Viña .....	27

### TO A FRIEND

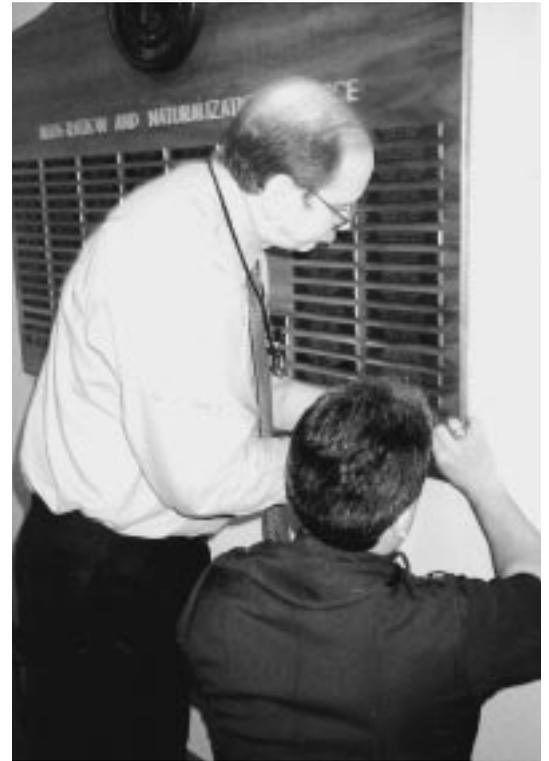
Joyce Chiang Remembered .....	28
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# HEADQUARTERS *News*

## *A Place of Honor*

**ASSISTANT BORDER PATROL CHIEFS DAVID PETER AND ROBERT MONTEMAYOR WORK TOGETHER TO PLACE THE NAMES OF SERVICE OFFICERS KILLED IN THE LINE OF DUTY IN 1998 ON THE MEMORIAL PLAQUE AT INS HEADQUARTERS. THE NAMES OF THE TWO OFFICERS LOST THIS YEAR—SENIOR PATROL AGENT RENE B. GARZA AND BORDER PATROL AGENT STEPHEN M. SULLIVAN—WERE ALSO ADDED TO THE MEMORIAL.**

(PHOTO BY PETER ZIRNITE, INS HQOPA)



Border Patrol agents in formal dress uniform salute in honor of the INS officers killed in the line of duty in 1998 during a special flag-raising ceremony held at INS Headquarters on May 14. (photo by Border Patrol Agent James Bunner)

## **Fallen Officers, continued...**

At just 28 years old, **Susan Lynn Rodriguez**, had already served for nearly six years as a Border Patrol Agent. She followed in the footsteps of her father, a retired officer who had served as both the Chief Patrol Agent in the Blaine Sector and as the Deputy Chief in El Paso over the course of his distinguished career.

Agent Rodriguez's ties to the Service are even stronger than that, however. I am proud to say that her husband Gilbert Rodriguez is also a part of the INS family, working in Texas as a deportation officer. With the birth of their daughter Megan, they had started to raise a family together.

In addition to these accomplishments, Agent Rodriguez demonstrated her commitment to working with new agents coming into the Border Patrol. With the tremendous growth that the Border Patrol has experienced over the past five years, this dedication to ensuring the development of our newest officers cannot be

over-emphasized. Training is essential to the professional growth and maturation of our Border Patrol Agents, and serving as the Sector's training officer, Agent Rodriguez helped ensure that this growth took place.

Finally, and perhaps most important, Agent Rodriguez will be remembered for leading the way for women in the Patrol. She consistently exhibited the ability, drive, and professionalism that illustrated the real contributions women are making as INS law enforcement officers every day. As the only female agent in the history of the Border Patrol to be lost in the line of duty, we remember her both for what she achieved, and for the legacy she has left behind.

**Agent Ricardo G. Salinas** graduated from the University of Texas, and could have pursued any one of many jobs that offered fewer risks and greater financial rewards. However, he always wanted to pursue a career in law enforcement.

*continued on page 6*

# BCI Update

## The Investigations Component of the Border Coordination Initiative

INS and the U.S. Customs Service (USCS) continue to build on the foundation of cooperation that has become the Border Coordination Initiative (BCI). One of the core elements of the BCI is the Investigations Initiative.

INS and the USCS are seeking to coordinate drug enforcement efforts by implementing a unified investigative approach for drug seizures. Both agencies are committed to achieving this goal through the use of controlled deliveries, defendant debriefings, post-seizure analysis, the creation of routine and consistent intelligence-sharing system, and other investigative techniques. The investigative and intelligence results will be forwarded to the Intelligence Collection and Analysis Teams (ICATS) for dissemination to border agency field units to improve interdiction and targeting efforts.

As in all BCI initiatives, INS and the USCS recognize that strategic interdiction plans and enforcement activities at and between the ports-of-entry (POEs) impact both agencies, and must be coordinated. This coordination goes beyond INS and USCS, as well, to other law enforcement agencies such as the U.S. Drug Enforcement Administration (DEA).

**A 180-Day Pilot Program.** INS, the USCS, and the DEA have agreed in principle to a 180-day pilot

program, consistent with DEA memoranda of understanding (MOUs) with INS and USCS, for the coordination of drug-seizure activities between the POEs and at Border Patrol checkpoints. The pilot program provides for Customs notification of all Border Patrol seizures so that investigations can be coordinated between the USCS and DEA, allowing the USCS to investigate Border Patrol drug cases that are declined by DEA. The pilot program also provides for a uniform mechanism for the collection and exchange of detailed seizure information and intelligence regardless of who investigates each seizure. At the end of the pilot, Headquarters and Field personnel will conduct a systematic review to determine further actions, such as whether to continue, expand, or modify the initiative.

INS is finalizing a national policy on controlled deliveries to provide a framework on which to build the Investigations Initiative. This initiative will move INS and USCS closer to achieving the shared strategic vision of a seamless process at and between the ports-of-entry through a comprehensive, integrated border-management system that effectively achieves the mission of each agency.

## Criminal and Noncriminal Alien Removals Up Slightly Versus FY98

According to information released at Headquarters in late May, in the first six months of FY99 INS removed 85,725 criminal and other aliens from the United States, a six percent increase over the number removed during the same period last year.

Through March, 29,975 criminal aliens were removed, a nine percent increase compared to FY98, with an average of 1,100 criminal aliens removed from the United States each week. Nearly 9,500 of these removals came

through the Service's Institutional Removal Program (IRP), by which proceedings are conducted while criminal aliens are still serving their jail sentences. This allows for immediate removal after their terms are completed.

In addition, in the first six months of this year, INS removed 43,905 illegal aliens through the expedited removal process, which allows for the quick return of those individuals attempting to enter the country either without documents or with improper or

fraudulent papers. On top of the overall removal numbers, INS also apprehended and removed 1,700 alien absconders who had been ordered removed, but later fled and were subsequently located.

Mexican nationals comprised 85 percent of all aliens facing final orders of removal in the first half of FY99, followed by Dominicans, Salvadorans, Guatemalans, Colombians, and Jamaicans.

# HEADQUARTERS *News*

## **Fallen Officers, continued...**

After graduation from Border Patrol Academy's Class 351, he was assigned to the Harlingen Station within the McAllen Sector, quickly establishing a reputation for having a positive attitude and strong work ethic, and gaining the respect of his peers and superiors alike. The day before he was killed, Agent Salinas took the 10-month probationary law examination, the final hurdle he needed to clear to move from trainee to full-fledged agent.

His closest friends in the Harlingen Station told me of Rick's loyalty and commitment to his work. That both Agent Salinas and Agent Rodriguez were assisting their fellow law enforcement officers when they were killed provides a telling example of their unflagging dedication to duty.

Young and full of seemingly limitless energy, **Agents Jesus De La Ossa and Thomas Williams** were actively involved in Border Patrol training. They were committed to sharing what they had learned over the course of their careers, and dedicated to becoming the most professional agents they could be.

Agent De La Ossa, the son of an Arizona Highway Patrol officer, had always dreamed of a career in law enforcement. Graduating from Nogales High School in 1983, he joined the Air Force to provide himself with an education without placing a burden on his parents. He served with valor as a military policeman, and was recognized as outstanding airman of the month in 1986, among numerous other honors.

After being honorably discharged—and looking to continue his career in law enforcement—he joined the Border Patrol in 1993, based out of the Imperial Beach Station. Working as a member of the Service's Bike Patrol Unit in 1996, he was a field training officer for new recruits, as well as member of the Patrol's Color Guard. Promoted and assigned to

the Brown Field Station in 1997, he soon accepted an assignment as a Spanish instructor at the Border Patrol training academy in Charleston, South Carolina.

Reassigned to Brown Field in the middle of last year, he attended the Service's firearms instructor training program, completing the course with the highest ranking in his class.

Agent De La Ossa continually strove to be the best he could be, and the best role model possible to his three young sons. It is through them that his legacy will live on.

Agent Thomas J. Williams was raised in a small town in Illinois, graduating with honors from Western Illinois University with a degree in law enforcement administration before serving for four years in the U.S. Navy. After joining the Border Patrol in 1996, he was quickly promoted to senior patrol agent. Assigned to both the Anti-Smuggling Unit and the Mountain Bike Unit, he was also a field training officer, known for his willingness to help others and for his good nature and pleasant personality.

His other loves were rooting for the Green Bay Packers and riding his Harley Davidson. He even convinced fellow agents at the Brown Field Station to buy Harleys so they could all go on motorcycle trips together.

Above all, Agent Williams was devoted to his wife Emma, who gave birth to their daughter



The Border Patrol's Honor Guard marches away from the U.S. flag, which was lowered to half-staff during a special morning ceremony at Headquarters in Washington, DC. (photo by Border Patrol Agent James Bunner)



Service Border Patrol agents and Immigration Officers stand together in silence to honor their fallen comrades during INS' annual memorial ceremony for officers killed in the line of duty. (photo by Border Patrol Agent James Bunner)

*continued on page 16*

# INS NEWS *of Note*

## **HRIFA Regulations and Procedures Detailed at HQ Briefing**

At a press event hosted by Commissioner Meissner and held jointly by satellite in Washington, DC, and Miami, FL, on May 11, INS announced the publication of the regulations associated with the Haitian Refugee Immigration Fairness Act (HRIFA) of 1998 and detailed the process by which eligible nationals can apply for benefits.

HRIFA, which was signed into law by President Clinton on October 21 of last year, provides relief for a variety of classes of Haitian immigrants, allowing those who have been “physically present” in the United States since December 31, 1995 (who have remained continually physically present since that time and who are not inadmissible) to adjust their status to that of legal permanent resident.

This status change will allow the estimated 50,000 eligible Haitians currently living in the United States to remain in the country and work legally—without the need to apply for an immigrant visa at a consular office overseas. In addition, many of the usual requirements for the benefit will be waived. The five classes of eligible individuals are specified in section 902 (b) of the Act. All applications for principals must be submitted to INS before March 31, 2000. Certain Haitian dependents are also eligible for benefits, but there is no deadline for applications filed by dependents.

Joining the Commissioner at Headquarters were Sen. Bob Graham (D-FL) and Rep. Carrie Meek (D-FL), both of whom expressed their appreciation for the Service’s work in developing the HRIFA-related regulations and encouraged all eligible immigrants to apply for this new benefit.

“With the publication of this legislation, Haitian families across America can begin to stabilize their families,” Sen. Graham said in speaking to the assembled reporters. “This is a happy day, and we welcome these new Haitians to the family of America.”

While praising the Administration and INS for working to get the legislation passed, however, Rep. Meek said that much remains to be done. “The real job” is now beginning, she said. “We

must be sure that the people for whom this legislation is designed get the word on how to apply” for the benefits it provides.

To receive a fact sheet on HRIFA, including who is eligible, how to file for benefits, where to file applications, and the deadline for filing, contact the Headquarters Office of Public Affairs (HQ OPA) at (202) 514-2648 and request the May, 11, 1999 version. Copies are also available on the HQ OPA web site.

## **Second Round of NACARA Benefits Announced at Headquarters**

Almost exactly one year to the day that INS announced regulations providing benefits to certain Cuban and Nicaraguan nationals under the Nicaraguan Adjustment and Central American Relief Act (NACARA) of 1997, the Service detailed a second round of benefits available to qualified nationals of El Salvador, Guatemala, and countries in the former Soviet Bloc.

Detailed at a Headquarters press event on May 20, the new interim rule is also expected to simplify the application process and make it more accessible to those who are eligible for benefits. It specifically implements section 203 of the Act, and will allow nearly 300,000 immigrants from the affected countries to apply for suspension of deportation or cancellation of removal under the standards in effect prior to the implementation of the Illegal Immigration Reform and Immigrant Responsibility Act of 1996. Of the 300,000 eligible individuals, 290,000 are from Central America—including 240,000 Salvadorans and Guatemalans included under the *American Baptist Churches v. Thornburgh* (ABC) settlement.

The new procedures will allow INS asylum officers (in most cases) to hear suspension of removal claims and grant permanent relief without the need for an alien to appear before an immigration judge; will simplify the application form for relief; will identify by regulation the “extreme hardship” standard for relief; and will allow for the presumption that those Salvadorans and Guatemalans who are ABC class members would be subject to extreme hardship if returned, thereby expediting the consideration of their applications.

*continued on page 8*

# INS NEWS *of Note*

“Consistent with the commitment President Clinton made when he visited Central America in March,” Commissioner Meissner said at the press briefing, “the new program is the culmination of the Administration’s efforts to create as accessible and straightforward a process as the law permits.”

She continued by saying that, “We have concluded that the ABC class members’ unique immigration history, deep roots in our society, and contributions to our communities mean that the overwhelming number of them are the people Congress meant to reach by providing relief under NACARA. The presumption of extreme hardship simplifies the process of achieving that goal.”

The interim rule incorporates more than 400 public comments received since such comments were first solicited. The great majority supported the expansion of INS asylum officers’ authority to review these applications and encouraged DOJ to adopt a “presumption of hardship” to help simplify the

application process, according to information released at Headquarters.

Published in the *Federal Register* on May 21, the rule became effective on June 21, after a 30-day public comment period.

## **New Mandatory Review Policy Announced for Long-term Detainees**

On April 4, in a statement issued from Headquarters, Commissioner Meissner announced a new policy requiring the regular review of cases involving individuals facing final orders of removal, but whose “immediate repatriation is not possible,” for example those detained aliens from countries with which INS has no formal repatriation agreement.

The reviews will be used to determine whether certain “long-term detainees” are eligible for release from detention under authorization provided by changes in the Illegal Immigration Reform and Immigrant Responsibility Act

of 1996. Under the new policy, mandatory reviews will take place prior to the 90-day removal period, and every six months thereafter for those aliens not found “amenable for release.”

According to the statement, “INS’ priority is keeping our communities safe, and no one will be released if he or she is deemed to pose a threat to public safety. However, every individual in long-term detention has a right at any time to request a review of his or her case, based on a change of circumstances, to determine if release is appropriate.”

“We will continue to work with all parties in the communities we serve to ensure their safety and to further open communication, as well as active participation, with INS as the agency continues to forge a framework for how to effectively deal with the issue of long-term detention,” Commissioner Meissner said in a prepared statement when the policy was announced.

## **Naturalization Update, continued...**

- Improving the management of workflow by identifying and eliminating processing bottlenecks;
- Improving the performance of new automated systems and their interfaces with other systems so that more cases can be completed faster, while ensuring the integrity of the process;
- Allocating an additional \$4 million to field offices and service centers for contract support, overtime, and other naturalization needs;
- Hiring new staff as authorized in INS’ FY99 budget, including 200 new adjudicators in the eight districts with the largest backlogs and 100 immigration information officers at the four service centers;
- Converting 300 of INS’ 600 term adjudicator positions to permanent staff to reduce attrition and help maintain an experienced and productive workforce; and
- Appointing William R. Yates as the permanent senior executive responsible for running the Immigration Services Division (see ‘People on the Move,’ page 27) as a deputy associate commissioner for Field Operations.

For copies of the May 25 backgrounder, contact the HQ Office of Public Affairs at (202) 514-2648. It can also be found on the OPA web site.

## **‘Public Charge’ Regulation Published in Federal Register**

A regulation published in the *Federal Register* on May 26, defined, for the first time, the term ‘public charge’ as related to the issuance of benefits and stated which benefits a noncitizen can receive without facing adverse immigration consequences.

Announced at a Texas press event hosted by Vice President Gore, the new regulation will help noncitizens and their families “make informed choices about whether to apply for certain benefits...[and] enhances the administration of the nation’s immigration laws by promoting fair and consistent decisionmaking” by clarifying the circumstances under which noncitizens can receive such benefits, without becoming a public charge.

As defined in the regulation, the term ‘public charge’ means: an alien who had become (for deportation purposes) or is likely to become (for admission or adjustment of status purposes) “primarily dependent on the government for subsistence, as demonstrated by either the receipt of public cash assistance for income maintenance, or institutionalization for long-term care at government expense.”

INS has developed and disseminated field guidance related to the issue of ‘public charge,’ to help respond to aliens’ concerns about the provision of health care and other benefits and to ensure that decisions in these cases are made in a fair and consistent manner.

## **Regulation Would Alter Fees for Four Immigration Applications**

The fees for four “small-volume” immigration applications/petitions will likely change, following the publication of a proposed rule in the *Federal Register* on May 17. The four forms that would be affected are: I-360 (Petition for Amerasian, Widow(er), or Special Immigrant), which would increase from \$80 to \$110; N-300 (Application to File Declaration of Intention), which would decrease from \$75 to \$50; N336 (Request for Hearing on a Decision in Naturalization Procedures), which would increase from \$110 to \$170; and N-470 (Application to Preserve

Residence for Naturalization Purposes), which would decrease from \$115 to \$80.

As explained in a Headquarters memorandum, “The impact of this fee adjustment is considerably less significant than the one that went into effect in October 1998...[and it] will increase revenues by less than a million dollars a year.” Questions regarding the proposed fee increase may be directed to Paul Schlesinger, chief of INS’ Fee Policy and Rate Setting Branch within the Headquarters Office of Budget at (202) 616-0563.

Small-volume applications are defined as those applications or petitions with projected volumes of less than 10,000 receipts in FY98. As the proposed rule provides for a 60-day public comment period and INS must review the comments received, it is likely that the fee changes will not occur until early in FY2000.

## **Woman Sentenced to 23 Years for Shooting Undercover INS Agent**

In late May a judge in California sentenced a woman to 23 years in prison for shooting an undercover INS special agent during a botched robbery attempt on January 3. As reported in the May issue of the *Communiqué*, San Francisco District Special Agent Bill Eason was shot while working with the Sebastopol, CA, Police Department. As he waited for Sebastopol officers to arrive on the scene, he was approached by two assailants, one of whom attempted to rob him and shot him during the ensuing struggle.

The assailant, Grisela Tapia, 27, pled no contest in the case, thereby avoiding a charge of attempted murder. Agent Eason, who was wearing a bulletproof vest during the operation, survived the shooting.

## **Legislation Proposed to Protect Law Enforcement Canines and Horses**

During a Capitol Hill press announcement on May 13, U.S. Rep. Jerry Weller (R-IL) was joined by Rep. Steven R. Rothman (D-NJ) and Rep. Steve Chabot (R-OH) in announcing the introduction of legislation designed to more fully protect law enforcement canines and horses nationwide.

# INS NEWS *of Note*



U.S. Reps. Jerry Weller, Seven R. Rothman, and Steve Chabot were on hand on May 13 to announce the proposal to protect law enforcement canines and horses nationwide. Standing with the congressmen are Associate Border Patrol Chief William Carter and Agent Manny Flores, both of the Headquarters Office of Border Patrol. (photo by Anne Gyemant, INS HQ Office of Public Affairs)

Saying that “police dogs and horses...are on the front lines against drug runners and violent criminals every day,” Weller outlined the details of the Federal Law Enforcement Animal Protection Act, which would apply to law enforcement animals in all three branches of the government, including Border Patrol canines and horses, as well as those military dogs used in a law enforcement capacity.

Under the protections provided by the proposed legislation, any individual who willfully harms a police animal (or conspires to do so) would face a fine of up to \$1,000 and up to one year of mandatory jail time. In addition, fines of over \$1,000 and up to 10 years in jail could be imposed on anyone who “disables, disfigures, or causes the death of” a Federal law enforcement animal.

Joining the congressmen at the event were Associate Border Patrol Chief William Carter and Agent Manuel Flores of the Headquarters Office of Border Patrol, as well as representatives from the U.S. Customs Service, Humane Society of the United States, U.S. Police Canine Society, U.S. Park Police, and U.S. Capitol Police.

“Last year, Border Patrol canines helped to apprehend over 32,000 suspected illegal aliens,

sniffed out over 150 tons of marijuana and four tons of cocaine...and over \$2 million in suspected drug currency,” Chief Carter said. “Your bill recognizes their importance and gives them the protection they need.”

## **Restaurant Owners Fined \$1.9 Million for Illegal Hiring Practices**

In what is being called the largest fine ever collected based on an INS worksite enforcement investigation, the owners of Filberto’s, a Phoenix, AZ-based chain of Mexican restaurants, have agreed to pay \$1.9 million for illegal hiring and employment practices.

The settlement stemmed from the 1997 arrest of nearly 200 illegal immigrants who were working at 15 Filberto’s restaurants. Owned by two brothers, the restaurants are widely known in the Phoenix area. As part of the agreement, the brothers conceded that between January 1994 and September 1997 they conspired to hire illegal immigrants and failed to pay income and employment taxes for the workers. Accordingly, as part of the plea, they—along with 17 of their restaurant managers—agreed to pay all back taxes due to the Internal Revenue Service. The brothers will pay all but \$400,000 of the overall fine, which the managers will divide.

In addition to the financial settlement, each of the brothers faces a maximum of five years in prison for his part in the hiring scheme.

## **High Court Rules on Expulsion Based on Crimes Committed in Homeland**

Expanding the range of grounds for removal from the United States, the Supreme Court ruled unanimously on May 3 that crimes committed in one’s homeland can be used as the basis for an alien’s repatriation to that country. The decision, which reversed a lower court’s ruling, will likely make it easier to remove certain individuals with violent or criminal backgrounds.

The case from which the ruling resulted involved Juan Aguirre-Aguirre, a Guatemalan national who entered the U.S. illegally and settled in Las Vegas. After being apprehended by INS, Aguirre-Aguirre claimed that he would be persecuted if sent back to his home country. A high-

profile anti-government student leader in the early 1990s, he said he had received several threats saying he would be killed if he returned.

However, it was revealed that while leading strikes against the government Aguirre-Aguirre had burned cars and buses and attacked police. His asylum request was denied based on “the nature of his acts against innocent Guatemalans,” according to the *Los Angeles Times*.

The High Court agreed, saying that the Ninth Circuit Court—which had initially ruled in Aguirre-Aguirre’s favor—should not have intervened in the asylum decision. Despite the ruling, Aguirre-Aguirre remained in the United States as the decision was announced, with his lawyers vowing to explore other means of fighting his removal.

### **Appeals Court Rules Ethnicity May Be Considered in Making Traffic Stops**

A divided panel of the Ninth Circuit Court of Appeals ruled May 14 that the Border Patrol was within its authority when it stopped two Hispanic men after they attempted to avoid a highway checkpoint in Southern California. By a 2-1 vote, the court said that Border Patrol agents may consider ethnicity—along with other factors—in determining which vehicles to stop.

The incident that led to the case involved German Espinoza Montero-Camargo and Lorenzo Sanchez-Gillen, both of whom were driving cars with Mexican license plates and turned around before reaching a Border Patrol checkpoint 50 miles inside the United States. Acting on a tip from another driver, agents followed both cars as they drove back toward the border. They were later stopped and searched, and the agents found two large bags of marijuana and a loaded handgun. Both drivers were charged with possession of a controlled substance, and one was arrested for being an illegal alien in possession of a firearm.

At a time when any stops believed to be based solely on “racial profiling” are coming under increased scrutiny, the court’s majority ruled that the agents had just cause to pull the vehicles over because they were acting on more than one suspicious element, including the facts that the cars

had turned around to avoid the checkpoint, that they appeared to be driving together, and that one of the passengers hid behind a newspaper as the agents approached.

### **Welcome to ‘Amerika’ Little One**

The arrival of the first plane load of Kosovar refugees at Fort Dix, NJ, in early May brought more joy to one family than perhaps any other. After landing at the airfield aboard a chartered Tower Air 747, one of the refugees made it clear that she was ready to bring a new American into the world. The 21-year-old woman was quickly



Joyous Kosovar refugees arriving at Fort Dix, NJ, are escorted by Henry Brattlie of the Service’s Eastern Region Office.

transferred to the nearby Memorial Hospital in Mount Holly where she gave birth to a healthy seven-pound-seven-ounce baby boy—the first infant to be born to a refugee fleeing the camps in Macedonia.

In honor of the special event, the mother made a pronouncement the day following the birth. To ensure that her son remembered how he came into the world, she named him ‘Amerika.’

Both mother and child were reported to be in good condition.

# INS NEWS FROM *the Field*

## ***Ellis Island East:***

### **ETHNIC ALBANIAN ASYLUM OFFICER WORKS THE FRONT LINES FOR THE SERVICE**

Mirash Dedvukaj, an ethnic Albanian, sits at a white plastic table under the INS processing tent in Skopje, Macedonia, where hundreds of refugees fleeing war-torn Kosovo are being interviewed for admission to the United States.

Thousands of ethnic Albanians from the region have passed through the tent as refugees, but Dedvukaj is not one of them—he is an INS asy-

lum officer. In January he was in Belgrade, interviewing Bosnian Serb refugees. He moved to Croatia in February to interview Bosnian Muslims. Now the ethnic conflict in the Balkans has brought him to Macedonia, where he faces not only the humanitarian calling of his job but also of his very own heritage.

“It definitely means something to be here,” says Dedvukaj, who speaks fluent Albanian and handles his interviews without an interpreter. “I do believe we’re helping. If we can get these people out of this misery, even if it’s only temporary, then we’ve accomplished something. It’s a noble cause.”

Dedvukaj came to America as the one-year-old child of Albanian refugees fleeing political persecution in the 1960s. Raised and educated in the United States, he learned his Albanian language skills because of his father.

“My father insisted that we learn and speak English, but my brothers and I always spoke to my father in Albanian. It was a sign of respect; a way to say that while we are Americans we respect our heritage and respect him as our father,” Dedvukaj says.

Like many INS asylum officers, he is an attorney. He was in private practice before joining the

Asylum Corps almost two years ago. As an asylum officer, he is responsible for interviewing applicants in a nonadversarial manner to determine if they can demonstrate persecution, or a well-founded fear of persecution, based upon religion, ethnicity, race, political belief, or association with a persecuted group or class.

Dedvukaj is one of about 20 INS officers who were deployed to Macedonia from locations throughout the United States. The actual refugee processing was done mostly by asylum officers, who have been trained to evaluate cases involving persecution and also receive special training in dealing with victims of torture, a common condition for the Kosovar refugees. Known as “Mick” by friends and fellow workers at the Service’s asylum office in New York, Dedvukaj says he is both challenged and intrigued by his job.

“First,” he says, “there’s the contact with the people and stories they tell. In New York we have a wide variety of cases from all over the world. But I think the most interesting part is the tremendous amount of research we do into these cases. It forces you to learn, I mean really learn, about people and customs and traditions and conditions throughout the world. It’s fascinating.”

Dedvukaj says his experience in Bosnia and Croatia make it easy for him to maintain his objectivity when evaluating the refugee cases here. But he admitted that interviewing the Kosovar refugees is something unique. Many of the ethnic Albanians express surprise and amazement when he begins interviewing them. Often, in fact, they turn the tables and begin interviewing him about his background.

“They know I’m an American,” he concludes, “but they are surprised when a Federal officer of the United States addresses them in their own language. Many recognize my name as an Albanian clan name and start asking questions about my family.”



Asylum Officer Mirash Dedvukaj

# BORDER SAFETY *Initiative*

## Service Implements Safety Initiative Along Southwest Border

By Doug Mosier,  
El Paso, TX, Border Patrol Sector

April 27, 1999 may not be a landmark date on the U.S./Mexico border, but is it certainly important in the eyes of the U.S. Border Patrol. This is the day the agency renewed its commitment and pledge to save the lives of illegal immigrants and Southwest residents via the Central Region's Border Safety Initiative (BSI).

The simultaneous public service effort rolled out that day involved the collaborative effort of five Texas and New Mexico Border Patrol sectors, each of which joined their counterparts in Mexico to launch the bilateral push to prevent deaths of illegal immigrants crossing the desert into the United States.

The El Paso Sector took its awareness campaign to another level by hosting a media availability and news conference at the Franklin Headgates, the figurehead site of the New American Canal in West-Central El Paso. The news gathering brought renewed attention from both the U.S. and Mexican media, with seven television news crews and five print journalism teams in attendance.

The news crowd gathered along the swift-water backdrop of the canal to first hear El Paso Sector Chief Luis Barker provide an overview of the problem of immigrant deaths in the area. He then outlined the sector's ongoing strategy to reduce the number of tragic deaths and injuries through an aggressive awareness campaign comprised of public service announcements, warning signs in dangerous areas, and the use of Spanish-language

safety videos that are shown to detainees in custody at Border Patrol processing centers.

**New Lifesaving Devices.** Also during the rollout, the sector unveiled several new lifesaving devices being used to reduce these tragedies. This included "life rings" (standard equipment for line-watch units), advanced first-aid kits, and other medical apparatus. El Paso Sector Emergency Medical Team member Dan Harris helped drive the message home with remarks on the great medical strides made in terms of resources by the sector over the past year.

El Paso Sector Water Safety Coordinator John Mennell was also on hand to demonstrate the latest lifesaving techniques involving the use of rescue ropes. Agent Mennell also took time to explain the characteristics of water behavior in the canals and the Rio Grande that make both so perilous.

Finally, Chief Barker provided on-camera interviews for many members of the Mexican press, and was joined by a cadre of El Paso Sector staff and agents in accommodating other interview requests. In addition, officials from the Mexican consulate and the International Boundary and Water Commission provided interviews as a show of their support for the safety initiative.

All in all, the rollout was widely considered a success, by identifying and broadcasting a public service message that shares a common theme with people on both sides of the border—saving lives.

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**THE SIMULTANEOUS  
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OF FIVE TEXAS AND  
NEW MEXICO  
BORDER PATROL  
SECTORS**

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### Clarification:

An article in the June issue of the INS Communiqué referred to the Service's "Florida District." However, the name of this office remains the "Miami District."

# INS NEWS FROM *the Field*

## ***Border Patrol Offers First-ever***

### **BIKE PATROL INSTRUCTOR SCHOOL**

On April 21, El Paso Sector Chief Patrol Agent Luis Barker presented 23 agents with national bike patrol instructor certificates. The agents, representing the nine INS sectors with bike patrol operations, had just completed an arduous 56-hour course of training—the first ever offered by the Service.

Each student had to display proficiency in bicycle maneuvers, bicycle maintenance, first aid, addressing sport-related injuries, instructional techniques, and lesson plans. In addition, each had to pass three separate exercises of firearms accuracy after sprinting on their bicycles for over a mile. SPA Craig Pettus of El Paso took home the top student award for his strong performance throughout the training.

With springtime winds frequently of 40 miles an hour, the agents' daily training sessions quickly were facetiously dubbed "death rides." One memorable day was spent on off-road training at Franklin State Park in the midst of an unwavering dust storm.

The first instructor school was the result of a much effort, which started last fall at Border Patrol Headquarters with a curriculum develop-



Urban terrain riding, such as down stairs, is also covered as part of the training. (photo courtesy El Paso, TX, Border Patrol Sector)

ment conference. Representatives from the nine sectors developed both a basic Border Patrol bike patrol training manual and an instructor's manual.



Students at the Service's Bike Patrol Instructor School race between cones to simulate their response during an emergency situation. (photo courtesy El Paso, TX, Border Patrol Sector)

A national Border Patrol bike patrol uniform was also proposed, and is currently being designed. A need for such standardization was very apparent at the training, with the students sporting a wide variety of uniform attire.

**Professional Growth.** SBPA Cameron Hintzen from Tucson, who is a certified Law Enforcement Bike Patrol Instructor (LEBA), coordinated both the curriculum conference and instructor school. Following the completion of the program, he said, "None of this would have become a reality without the backing and guidance of Deputy Chief Michael Nicley and ACPA Reneé Harris, who both recognized the need for standardization and professional growth for our bike patrol operations."

Other certified instructors whose efforts made the program a success were SBPA Dan Murray of Calexico, CA; SPA Javier Rodarte of Tucson, AZ; SBPA Carla Provost of Douglas, AZ; SPA Stuart Fremgen, Ysleta, and SPA Thomas Matthews of El Paso, TX.

At this academy, there was a strong sense of purpose shared by the instructors and students that this first session was a major step in developing the Border Patrol bike patrol operations into one of the premier law-enforcement programs in the nation.

## Miami District Begins Hosting Weekly Cable Program

According to Kelley Spellman, an INS public affairs specialist based in Miami, on April 7 the Service's Miami District began hosting a weekly, hour-long live cable TV call-in program called "Immigration Today."

The goal of the program, which airs locally from 3-4 p.m. on WLRN Cable-TAP Channel 36 each Wednesday (with a rebroadcast on Sunday from 6-7 p.m.), is to help improve the customer service the district is providing to the residents of Dade

County. Accordingly, the show features a half-hour presentation by a guest panel that provides the best information available on vital immigration issues, followed by a call-in question-and-answer session. All calls are held in confidence, and the name of the individual requesting information may be kept private at their request.

The first segment of the show provided an overview of the Miami District office and seaport inspections operations. Future

issues scheduled to be discussed include alien smuggling, the Haitian Refugee Immigration Fairness Act (HRIFA), and the Nicaraguan Adjustment and Central American Relief Act (NACARA).

For more information about the program, contact the district's Office of Public Affairs at (305) 762-3699.

## Orange County, CA, Initiative Leads to Arrest of 70 Criminal Aliens

A successful new proactive enforcement initiative in Orange County, CA, has led to the arrest and detention of more than 70 criminal aliens. The initiative is a joint effort between the Service's Westminster, CA, Examinations Branch and the Santa Ana, CA, Investigations Branch, both of which are under the jurisdiction of Orange County Officer-in-Charge John Brechtel.

As reported in the February issue of the *Communiqué*, Operation 'Self Denial I' was conducted in Orange County last November, resulting in the apprehension of 40 criminal aliens. Operation 'Self Denial II' was conducted in March of this year, with another 27 criminal aliens identified and apprehended.

In addition, 21 of these individuals had allegedly filed fraudulent adjustment of status

applications. Several other applicants who did not respond to Service requests for interviews were located through subsequent investigation, bringing the total number of apprehensions stemming from the 'Self Denial' investigation to more than 70. Approximately 75 percent of the aliens arrested are considered aggravated felons.

The adjustment of status applications were adjudicated

by district adjudications officers Beverly John and Romeo Aquino, working under the supervision of Section Chief Mary Kozlowski. They were referred to the Santa Ana office and investigated by Special Agent James Hayes, Jr. and Immigration Enforcement Agent Scott McKim, working under supervisory special agents Augustine G. Salacup and Nick Weyland.

## Batavia SPC Achieves Perfect Score During Accreditation

Staff at INS' newest Service Processing Center (SPC) in Batavia, NY, received some excellent news in the first week of June. After undergoing an accreditation review by the American Correctional Association, it was announced that the facility not only passed the review, but received a score of 100 percent.

According to Ruben A. Cortina of the Headquarters Office of Detention and

Deportation, no other INS detention facility has ever received a perfect score while undergoing an accreditation review. Such scores are rare, which makes Batavia's achievement—as a new facility—even more impressive.

"Very often all we hear are negative news...about our detention operations," Cortina wrote when the results were released. "However, we have very compe-

tent employees who want to—and do—perform in an outstanding manner. It is a credit to the staff at the facility that they were able to receive a perfect score. It says something about both the leadership and the staff. The achievements of [this] staff are proof of what we can accomplish."

# INS NEWS FROM *the Field*

## **Omaha ASC Showing Success with Mobile Route Program**

The Service's Omaha, NE, Application Support Center (ASC) is very busy these days with the Mobile Route Program. In addition to traveling to three mobile route sites, ASC Manager Elizabeth Micks and Fingerprint Technician Kathy Murphy go on numerous outreach trips and make special visits to the elderly and disabled.

One of the most interesting mobile route sites is in Hastings, NE, where Micks has developed a close rapport with 'Brother Jim' of Catholic Social Services and Jacinto Corona, a disc jockey with radio station KMMJ. In partnership with these local leaders, they have been able to reach out to the community and develop one of the most successful mobile route sites in the state.

Prior to their visits, ASC Manager Micks and Brother Jim coordinate the dates and strategy that will

be used to inform the community of the upcoming visit. Brother Jim then follows up with flyers that are distributed in advance to the surrounding communities. Micks also goes on the radio station to inform the community of the visit, and address questions and concerns.

Assistant District Director for Adjudications Caroline Pratt is also a key player in ensuring the success of the program. She supports the site's fingerprint program by conducting interviews and providing personal consultations to the customers—a special service that is much appreciated by the members of the local community.

All this would not be possible without the help of the Omaha Adjudications Team, which provides back-up support at the ASC office when the manager is on one of the mobile routes.

Here's to a job well done by the Omaha team.

## **Fallen Officers, continued...**

ter Emily just two months after the tragic accident that claimed the lives of him and Agent De La Ossa.

An agent in the Service's Blaine Sector, **Walter Scott Panchison** joined the Border Patrol in 1978 in Nogales, Arizona. Before coming to INS, he had already served 10 years as a U.S. Marine, including time as a jet-fighter pilot during the Vietnam War. Five years after joining the Patrol, he qualified as an aircraft pilot in the Tucson sector, and, when he transferred to Washington State, was the first permanent pilot in the Blaine Sector.

Known as a consummate 'team player,' he worked to forge closer ties with other agencies before such close cooperation became a defining principal of INS' national enforcement strategy.

Agent Panchison's skills as a Border Patrol agent were unquestionable, as was his expertise in the

air. As his supervisors told me after the tragic accident that claimed his life, "There was no better pilot in the Service." His passing leaves a wide gap in our ranks, and we are honored to have served with him.

As INS' presence grows, both along our borders and in the interior of the country, a greater number of our law enforcement agents will face danger as they work each day to uphold the Service's mandate. They will do this with courage and the steadfast attitude that comes from being well-trained and dedicated to their mission and they will be an example of all that INS has to offer to law enforcement officers nationwide.

Already this year, we have lost two fine officers in the line of duty—**Senior Patrol Agent Rene B. Garza** and **Border Patrol Agent Stephen M. Sullivan**. While I always pray that we will not have

to hold a ceremony such as this in the coming year, I pledge to you that these agents be will remembered as are those we honor today.

We honor our fallen colleagues for representing us well, for serving as the role models for law enforcement officers and INS employees worldwide, and for working so diligently to protect the laws by which we all abide.

As the names of these fine officers—Juan Reyes Orellana, Alexander Kirpnick, Susan Lynn Rodriquez, Ricardo G. Salinas, Jesus De La Ossa, Thomas J. Williams and Walter S. Panchison—are placed on the Service memorials that will forever preserve their memory, we thank them for all they have given us in the short time we have known them.

We honor them and we will never forget them.

# RECORDS MANAGEMENT *Update*

## Records Automation Age: The Microfilm Digitization Project (MDP)

*As part of its continuing series on INS' Records Management Program, the Headquarters Office of Records has compiled the information below on the Service's Microfilm Digitization Project.*

### What is the MDP?

Wondering where you can find immigration information or records that are over a century old? In the Office of Records (HQREC) there is a broad assortment of historical records including visas, naturalization certificates, and entry documents for aliens compiled in what is known as the Master Index. This Master Index—an original card index—was placed on microfilm in 1975 and is used daily by HQREC to respond to hundreds of public, INS field office, and other government agencies' requests for record searches, Freedom of Information and Privacy Act (FOIA/PA)/genealogy, certifications, legal proceedings, and much more.

### Why the MDP?

Because these records are so vital to the Service mission, the Office of Files and

Forms Management (HQFFM) and HQREC have received congressional funding to launch the Microfilm Digitization Project, to not only preserve these aging records, but enable more efficient and timely retrieval than ever before.

### The How and When of the MDP

Over the next five years, HQFFM/HQREC will convert approximately 50,000,000 microfilm records to electronic (digitized) records and develop a retrieval system that improves current search strategies. Optical platters and jukeboxes will be used to provide a more stable storage media for these records, which must by law be maintained for a minimum of 75 years. The automated system will include indexed data fields and scanned images of microfilm records such as naturalization documents.

### The Benefits of the MDP

The Microfilm Digitization Project is expected to allow the Service to provide significantly improved customer services at substantial savings compared to the current

manual process. Initially, the indexed fields will allow for more timely and effective retrieval of documents. Later, enhancements for automating intricate manual search references for coding routines and foreign name cross-references will further streamline search operations.

### The Future of the MDP

To facilitate a smooth transition to the new system, continued support services will be provided through the year 2004. HQFFM/HQREC anticipates an eventual database feed to update the Central Index System (CIS) that will allow field personnel access to more complete and reliable A-file data. The search technicians will have new automated workstations that will make their work less labor intensive. During the design and implementation phases, the staff will be challenged to fine-tune their requirements and make this new system as useful as possible, thereby providing a technical state-of-the-art solution to improve records management within the Service.

## In Memory of John Orellana



INS special agents with the Service's Investigations Branch recently ran in the first annual National Police Challenge - 50 Kilometer Relay in memory of John Orellana. Orellana, a special agent assigned to the INS Anti-Smuggling Unit in Los Angeles, sacrificed his life in the line of duty on January 29, 1998. In conjunction with National Police Week, the race was sponsored by the United States Secret Service on behalf of Concerns of Police Survivors (C.O.P.S.). The INS relay team LA-42 INSHQ derived its name from Orellana's radio call sign. The team roster included: Captain Lou Nardi, Co-Captain Joseph Mangiulli, Harry Gallagher, Tom Fusi, Len Forth, Kyle Hutchins, Bill Schilfke, Joe Donnelly, Bill Riley, John Brown and John Connolly. Stacy Smith and Beverly Shears, not pictured, were race volunteers. (photo by Nancy Cohen, INS Office of Public Affairs)

# RECRUITING *Update*

## *The Border Patrol is Surfing!*

### **UPCOMING BORDER PATROL RECRUITING EVENTS**

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#### **COLLEGE RECRUITING EVENTS**

- **JULY 27-30, ROCKY MOUNTAIN ASSOCIATION OF COLLEGES AND EMPLOYERS ANNUAL CONFERENCE, SUN VALLEY, IDAHO**

#### **MILITARY RECRUITING EVENTS**

- **JULY 15, KEESLER AIR FORCE BASE, MS**
- **JULY 15, FORT DRUM, NY**
- **JULY 22, SHEPPARD AFB, TX**

#### **DIVERSITY/LAW ENFORCEMENT EVENTS**

- **JULY 15-16, NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE (NAACP), NEW YORK, NY**
- **JULY 18-22, NATIONAL ASSOCIATION OF BLACKS IN CRIMINAL JUSTICE (NABCJ) 26TH ANNUAL MEETING, DALLAS, TX**
- **JULY 19-20, NATIONAL CRIMINAL JUSTICE ASSOCIATION, PITTSBURGH, PA**
- **JULY 19-23, FEDERALLY EMPLOYED WOMEN (FEW) NATIONAL TRAINING PROGRAM, PHOENIX, AZ**
- **JULY 24-28, NOBLE 23RD ANNUAL TRAINING CONFERENCE AND EXHIBITION, PORTLAND, OR**
- **JULY 29-AUGUST 1, ORGANIZATION OF CHINESE AMERICANS, HOUSTON, TX**

It's no longer a thing of the future. The Internet is here, and if you're not on it you're completely missing the boat. The INS National Recruitment Program (NRP), in conjunction with the Border Patrol and the Office of Information Resources Management (OIRM), debuted the official Border Patrol Careers web site last summer at [www.ins.usdoj.gov/bpmain/index.htm](http://www.ins.usdoj.gov/bpmain/index.htm). After its official launch, the NRP began promoting the site wherever possible on our classified ads, incentive items, and flyers. NRP soon realized that wasn't enough.

Although all Border Patrol agent classified ads run on Sundays contain the web site address, there are a niche of people who are beyond the Sunday classifieds, and head right for their computer to surf their favorite employment sites. So in April the NRP began posting the Border Patrol ad on a number of employment web sites. For starters, the Border Patrol agent job was listed on:

**Monster Board ([www.monsterboard.com](http://www.monsterboard.com)):** A site specializing in all levels of jobs in all areas of the nation. It is one of the largest, most active and well-publicized sites in the country.

**Excite Careers Network ([www.excitecareers.com](http://www.excitecareers.com); [www.classifieds2000.com](http://www.classifieds2000.com); [www.webcrawler.com](http://www.webcrawler.com)):** This site attracts job seekers from a network of over 100 web site partners, one of the most extensive distribution networks. It includes jobs of all types and levels.

**Job Trak ([www.jobtrak.com](http://www.jobtrak.com)):** A college-specific job search site specializing in entry-level jobs for college graduates.

**OPM Job Page ([www.usajobs.opm.gov](http://www.usajobs.opm.gov)):** A job site used to search for Federal jobs, sponsored by the Office of Personnel Management.

**Black Collegian ([www.black-collegian.com](http://www.black-collegian.com)):** An extension of *Black Collegian* magazine. As a print advertiser, the INS was given a free job posting on their web site. It is a college publication targeted at African-American students.

**College Grad Hunter ([www.collegegrad.com](http://www.collegegrad.com)):** This site can be accessed by anyone, but is designed for the college student or recent graduate seeking an entry-level job. The site is linked to numerous colleges, universities, and career sites across the nation.

**Job Web ([www.jobweb.org](http://www.jobweb.org)):** An employment site sponsored by the National Association of Colleges and Employers.

**Federal Jobs Digest ([www.jobsfed.com](http://www.jobsfed.com)):** A leading resource for candidates looking for jobs with the Federal government.

**Black Voices ([www.blackvoices.com](http://www.blackvoices.com)):** Offers news and entertainment articles written from the African-American perspective. Because of its relationship with AOL, it generates 5.4 million page views per month.

**Diversity Career Fair ([www.diversitycareerfair.com](http://www.diversitycareerfair.com)):** Available to registered college students at over 20 colleges/universi-

ties with a predominantly minority population. The site is free to students and everyone who is registered has access to the Border Patrol job posting.

**Corporate Gray On-Line ([www.blue-togray.com](http://www.blue-togray.com); [www.greentogray.com](http://www.greentogray.com)):** An extension of the Corporate Gray publications. The book and web site are geared to the transitioning military member. The books are handed to each participant who attends the mandatory transition briefing on bases nationwide. The site provides job search guidance as well as job postings.

**Department of Defense Transition Bulletin Board ([www.dmdc.osd.mil/ot](http://www.dmdc.osd.mil/ot)):** The Border Patrol job announcement has been posted on this site for nearly two years. Each month, an NRP staff member downloads resumes from this site and, in return, mails the individual a Border Patrol recruitment brochure that provides the candidate with more information.

***A Diversified Pool of Applicants.*** To reach a diversified pool of applicants, we chose a broad spectrum of sites. It may be trial-and-error for a while as we evaluate their effectiveness. But each ad is coded so we can track its effectiveness in terms of cost-per-lead. Once the site's effectiveness has been evaluated, the NRP advertising manager will modify the plan.

The NRP staff is gathering data to expand this Internet media plan in the fourth quarter of this year. The number of recruitment possibilities via the Internet is endless. Much of our presence on the net will depend on the budget. However, the NRP will continue to move forward and test a myriad of different sites with the use of extension codes.

Not only are we on the net in the form of an official site and some job postings, the NRP is in the process of having banner ads created, changing the web address to one that is easily remembered and registering the address with various search engines. The banner ad will be a graphic box placed on various

web sites that will entice the viewer to learn more about the Border Patrol job. The banner will say that we are hiring and with a

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**THE NRP STAFF IS  
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click of the mouse, the viewer is transported to the Border Patrol web site. The purpose of all these changes is to increase traffic to the Border Patrol site and thus, increase the number of qualified applicants.

***Spread the Word.*** Border Patrol recruitment is a big job, especially in this tight labor market. Help us spread the word! We can't do it alone! We need 2,000 agents, and someone you know is probably an exact match for this unique and exciting job! Tell them about our web site or our 800 number where they can get more information!

**For more information:**

Call 1-800-238-1945 or visit our web site at [www.ins.usdoj.gov](http://www.ins.usdoj.gov). Click on "Border Patrol."

**To apply:**

Call 912-757-3001, ext. 0930  
or apply on-line at [www.usajobs.opm.gov](http://www.usajobs.opm.gov).  
When prompted, enter ext. 0930.

## The Outlying Area Reporting Station (OARS)

By Jennifer Sava,  
Headquarters Office of Inspections

INS' Office of Inspections has recently developed and deployed the Outlying Area Reporting Station (OARS) for private boats and snowmobiles on the northern border. This pilot program was initiated to meet the reporting needs of boaters and snowmobilers crossing the United States and

stop" reporting system for pleasure boaters and snowmobilers, 24-hours-a-day, seven-days-a-week.

In the past, boaters and snowmobilers were required to either purchase a yearly permit from both the United States and Canada or report in person to an open and staffed port-of-entry on both sides of the border. This created undue hardship and confusion for the traveler.

This problem is being solved by installing OARS technology on Grand Lake, between Maine and New Brunswick, Canada. The Houlton, ME, port-of-entry monitors and conducts the OARS inspections. Because of the lack of marinas on the Canadian side of the border, all equipment has been installed in the United States. This allows enrolled participants to enter either the United States or Canada by using a card-access system—PortPASS—to trigger their automated inspection.

Upon entering the United States, enrolled travelers will swipe their PortPASS card through the card-reader. This will allow clearance into both the United States and Canada,

provided that all terms and conditions of the program have been met, allowing "one-stop" inspection for both countries.

**Expanded Inspections Options.** Inspectors have the ability to intercede if further questioning is

required. Boaters and snowmobilers who are not enrolled may also benefit from the system by using a videophone, a two-way video telephone that allows both the traveler and inspector to view one another during the inspection process. Although nonenrolled travelers are not able to have a "one-stop" inspection, they can now be inspected by both United States and Canadian officials upon entry in either country.

For example, United States residents traveling to Canada will go to the OARS site prior to leaving the United States, and will press the videophone button with the Canadian flag. This will automatically connect them with a Canadian immigration officer who will interview them and grant them admission if appropriate. Canadian residents traveling to the country will go to the OARS site upon their arrival in the United States and will press the button with the American flag. This will put them in contact with a U.S. Immigration officer who will conduct the inspection and grant them admission to the United States if appropriate.

The goal of this pilot is to create a fully harmonized inspection process for low-risk private boat and snowmobile traffic that still allows both government agencies to carry out their law enforcement missions. The pilot also simplifies the inspection process and increases compliance levels for both the United States and Canada.



An OARS terminal

Canadian border. For the first time, all four law enforcement agencies with northern border jurisdiction—INS, the U.S. Customs Service, Revenue Canada, and Citizenship and Immigration Canada—have partnered to form a single "one-

# INS SPECIAL Events

## Legacy of Asian Pacific Americans Celebrated at INS Headquarters

Accompanied by the resonating sounds of the Gamelan Gender Wayang Balinese Ensemble, Commissioner Meissner welcomed a standing room-only crowd to the Service's 1999 celebration of Asian Pacific American Heritage Month at INS Headquarters on May 26.

Saying that nearly everyone working at Headquarters has had a chance to experience the joys of Asian cuisine and culture due to INS' location in Chinatown, the Commissioner noted that "at times, immigrants from Asia make up nearly 50 percent of all those people coming to this country."

These individuals have left their mark on America, she said, in areas as widely ranging as the arts, science and technology, and government, as have the 1,100 Asian-American employees of the INS. "What makes their achievements so remarkable, she concluded, is that they have come in the face of great adversity."

This theme was further developed by the ceremony's keynote speaker, Shari Macias, a television reporter at Washington's local NBC affiliate, who is of Filipino and Chinese heritage. Her parents came to the United States in the 1960s, "in search of a better life," she said, but often what they found was not-so-veiled prejudice against Asian and Pacific Americans.

She described one event that had a significant impact on both her and her sisters as they were growing up in suburban New Jersey. Like many families, they had decided to take a vacation in Walt Disney World, and to drive the long distance to Florida. As the trip was a long one, the family chose to stop for the night at a hotel in North Carolina. But while each

hotel at which they stopped had a vacancy sign, each time her father returned saying that they could not stay the night. They finally gave up and stayed at a campground... "probably the only stationwagon, surrounded by RVs," she remembers.

While she and her sisters enjoyed the night and the rest of the trip, it was only when she was older that her mother explained that the reason they could not get a room was that they were Asian. "That was an eye-opening experience for me," she recalled.

From then on, her parents discouraged her from learning either Chinese or the Filipino language, stressing instead that her English pronunciation be perfect "so that we would not be criticized or discriminated against."

"My mother now regrets that she did not pass on that important part of our family's legacy," Macias continued. "But she did pass on a love of learning and knowledge. There was always an emphasis on family unity and respecting our elders, and they shared with us what they knew about their homelands."

As a reporter, she said, "I see things from the perspective of my family life and what I have experienced as a minority in this country. As a journalist, I believe we must take as much care as possible in reporting on stories involving race or ethnicity."

"Our role is to celebrate our past—our history of immigrants—and look towards the future, Macias said in closing her remarks and returning to memories of her family. "So that others may judge us based on who we are and not on how we look."



**"OUR ROLE IS TO CELEBRATE OUR PAST—OUR HISTORY OF IMMIGRANTS—AND LOOK TOWARDS THE FUTURE...SO THAT OTHERS MAY JUDGE US BASED ON WHO WE ARE AND NOT ON HOW WE LOOK."**

**—KEYNOTE SPEAKER  
SHARI MACIAS**

# TRAINING *Update*

## **HQ EOSH Division Sponsors Workers' Compensation Training**

INS' second annual workers' compensation training, sponsored by the Headquarters Environmental Occupational Safety and Health (EOSH) Division, was held in two sessions from April 13-16 and April 27-29, in North Little Rock, AR. Fifty-



Standing together (above and below right) are participants in the EOSH Division's recent worker's compensation training.

three workers' compensation personnel from across the Service attended the three-day training sessions. The program included hands-on training in the Workers' Compensation Management Information System presented by the Department of Veterans' Affairs, Austin Automation Center (Austin, TX), and workers' compensation training by the Department of Labor, Office of Workers' Compensation Programs (OWCP), District Office 16 (Dallas, TX). In addition, EOSH Division Director Glenn Pritchard discussed various policy and procedural issues with the participants, such as workers' compensation program reports, memoranda, and future endeavors.

The training was moderated by George R. Jarvis, Jr. and Karen G. Dove, HQ EOSH Workers' Compensation Program Managers. Comments from participants such as: "This training is a valuable tool in

managing our OWCP cases," and "this course will help improve program objectives...", demonstrated that the training was an overall success.

Training participants in session I included: Antoinette Placencia, Phoenix, AZ; Lisa F. Martinez, Tucson, AZ; Rosalind Darnell, Laguna Niguel, CA; Nancy Sanchez, South Burlington, VT; Duane E. Jones, New Orleans, LA; Eugene Allen, Washington, DC; Louise Laroche, Swanton, VT; Randi Wallin, Houston, TX; Gladys Dunbar, Laguna Niguel, CA; Roxanne Madera, San Antonio, TX; Jackie Loewen, Portland, OR; Diane Miyabara, Honolulu, HI; Deborah McLaverty, Helena, MT; Karen B. Lopez, El Centro, CA; Susan Hodges, Arlington, VA; Dana Sutterfield, Oakdale, LA; Kenneth Lepore, Laguna Niguel, CA; Elisa Lugo, El Centro, CA; Amanda Creekmore, Washington, DC; Donna Farris, San Ysidro, CA; Evalyn Barnes, San Ysidro, CA; Carol Canty, Dallas, TX; Karen Tuohy, Yuma, AZ; George R. Jarvis, Jr., Washington, DC; Stephanie Bissland, Anchorage, AK, and Gerald Broussard, Denver, CO. Not pictured are William Meadows, Del Rio, TX; Darryl Woodson, Boston, MA; Thomas O. Bouis, instructor, OWCP, Dallas, TX; Al Brezna, instructor, OWCP, Dallas, TX; Charles Hodges, instructor, Veterans Administration (VA), Austin Automation Center (AAC), Austin, TX, and Rocco DiFronzo, instructor, VA, AAC, Austin, TX.

Training participants in session II included: Kamela Eddins, Kansas City, MO; Petra Saldana, Del Rio, TX; Karen Dove, Washington, DC; Georgiane Healy, Buffalo, NY; Susan Kessler, Bloomington, MN; Debra

Swan, Williston, VT; Celia Evans, Marfa, TX; Joanne Plasky, Chicago, IL; Hermila Cadena,

El Paso, TX; Lisa A. Stone, St. Albans, VT; Sonia Garcia, San Juan, PR; Carol Beasley, San Diego, CA; Nicole Johnson, St. Albans, VT; Janet Covino, Buffalo, NY; Elsa Reyna, McAllen, TX; Sandra Christie, Charleston, SC; Debra Lutz, Spokane, WA; Janice Lybarger, El Paso, TX; Robin Roper, New York, NY; Glenn Pritchard, Director, EOSH, Washington, DC; Ellen Nurse, Miami, FL; Christine Sullivan, Instructor, OWCP, Dallas, TX; Janell Davis,



Laguna Niguel, CA; Kathleen Zilka, Philadelphia, PA; Donald Oliver, El Paso, TX; Jerry Schirk, San Antonio, TX, and Maureen Huelsman, Altoona, PA. Not pictured are Patricia Haas, New Orleans, LA; Pamela Williams, Seattle, WA; Frances Memmolo, Instructor, OWCP, Dallas, TX; Gary Robinson, instructor, VA, AAC, Austin, TX, and Rocco DiFronzo, instructor, VA, AAC, Austin, TX.

# TRAINING *Update*

## HQ Office of Intelligence Hosts 'Train the Trainers' Courses

In its continuing effort to increase the cadre of officer corps personnel available to deliver Intelligence training, the Headquarters Office of Intelligence (HQINT)—with funding assistance from the Headquarters offices of Inspections and Border Patrol—conducted two "Train the Trainer" courses in April.

The officers and agents who complete the course will be instructing journeyman and senior officers and agents at the Immigration Officer Advanced Training Academy and the Border Patrol Academy in Artesia, NM. The purpose of the class was to prepare these officers and agents in presenting Intelligence lesson plans in a professional and knowledgeable manner.

Two individual sessions were held in order to accommodate all interested participants. The first was during the week of April 5-9, and the second during the week of April 12-16. Each class had 25

attendees, including immigration inspectors, Border Patrol agents, and criminal investigators. These officers will also deliver this standardized intelligence training to Field personnel within their respective districts and sectors.

The course agenda was made up of components including: Using and Creating Media (including instruction on use of Power Point software for instructional purposes/briefings); Dealing with Challenging Participants; Using/Creating Different Presentation Skills; Dealing with Nervousness; and Closing Your Instruction.

Comments received via cc:Mail after the training conference included:

- "I wanted to mention I thought the training was outstanding. The course was informative and presented very well. I look forward to using what we learned";

*continued on page 24*



Participants in the HQ Office of Intelligence's 'Train the Trainer' course (session two) stand together after completing the week-long program.

## HQ Intelligence Training: Current and Future Goals

### First- and Second-line Level of Supervision

To provide a training venue to supervisors of all Officer Corps personnel, HQINT has developed a training module targeting supervisory field personnel. The lesson plans have been completed, and implementation is pending.

### Senior Level Managers

HQINT has also developed a Desk Reference Guide (DRG) targeting senior-level managers that covers such topics including:

- Introduction to Intelligence;
- Operations Planning Format (SMEAC format);
- Operations Planning and Intelligence;
- Management Responsibility and the Intelligence Cycle; and
- Staffing/Resources (including security clearances, equipment, training, time allocation, and characteristics of a sector/district Intelligence Unit).

The DRG will also include a short overview video with comments from several district directors and chief patrol agents. These segments were filmed individually in Virginia and Washington, DC, and the entire video was filmed, produced, and edited by HQINT staff in cooperation with a private contractor. The DRG will be provided to a select number of senior managers for field testing, and a complete package will be sent to each DD and CPA in the near future.

"We are very proud of the accomplishments that have been made within the Intelligence training arena and we will continue to strive for enhanced training within all programs of the Service," INS Acting Assistant Commissioner for Intelligence Cliff Landsman said recently. "The Intelligence Program has come a long way within the last two-to-three years, and more and more senior managers are realizing the importance of Intelligence within their operational structure. We are trying to ensure that the officers and agents of the Service are properly trained to meet the increasing challenge."

Several districts and sectors are committing full-time, permanent positions as Intelligence officers and agents, he said, and have been in the forefront of creating viable intelligence units.

# TRAINING *Update*

## **Budget Office Uses Innovative Method to Train**

### **EMPLOYEES SERVICEWIDE**

By Nicole Chulick  
INS Headquarters Office of Public Affairs

During a training session at Headquarters on January 11, the Analysis and Formulation Branch of the Office of Budget took an innovative approach to educate Service employees about the annual budget process. The Branch put together a "Budget 101" training manual and a four-hour comprehensive course that was broadcast by video teleconference to offices around the nation.

The class provided Headquarters and field employees with the opportunity to learn the basics about the budget process—the internal formulation; submissions to the Department of Justice, the Office of Management and Budget, and the Congress; as well as the often confusing congressional appropriations process.

After learning about the general budget process, the students were taught how to develop better submissions for the FY2001 budget.

"The budget process, while essential to the agency, is complicated," said Acting Branch Chief Jim Carter. "Not many people have a good understanding of how it works.

We hope that this class provided a comprehensive look at the budget process. The class should also help Field offices be better prepared for the FY2001 budget process."

**An Expansive Broadcast.** The class was broadcast to 10 sites: the Central Region office, the Eastern Region office, the Western Region office, Miami district, New York district, Twin Cities administrative center, San Diego district, San Diego sector, Los Angeles district, and El Paso sector. Headquarters employees attended the training, as well. Through the use of the innovative technology, about 120 total INS employees attended the training nationwide.

The class allowed the Office of Budget to provide information to the Field at little expense. Every analyst in the Analysis and Formulation Branch contributed to some portion of the training, and the training videotape was also distributed to the Field, further expanding its reach.

"This year, the whole process was designed to eliminate frustration," said Budget Analyst Cathy Hibberd. "It represented the culmination of a lot of prior effort and was a real demonstration of the

professionalism of this branch and our field counterparts."

Feedback on the course has been extremely positive. Branch members commented that the forms circulated at the end of the course contained praise, constructive criticism, and a few ideas to improve the process.

**Regional Budget Submissions.** On January 15, the Office of Budget put out a call for budget submissions from the regions for the FY2001 process, and started receiving submissions in March. The submissions are prepared by the regions with input from all field offices, and budget analysts from the branch followed up the training by traveling to the Field to work with Central and Western regions on putting together their budget submissions.

The Analysis and Formulation Branch will evaluate the submissions, make decisions, and prepare a package to be reviewed by the Service's executive associate commissioners and the Commissioner. This package will then be submitted to the Department of Justice.

### **Intel Trainers, continued...**

- "Just wanted to thank you all on the great job you did with the Train the Trainer class. I am a firm believer that Intel will some day be more than just another program in the Service, and that nothing but good things are in the future for all of us. I appreciated all of your attention to detail and will support anything that you folks at Headquarters Intelligence want to implement. Once again thank you for a great detail"; and
- "Just wanted to let you know how much I enjoyed the training. It was very informa-

tive and I'm glad I had the opportunity to attend...I look forward to participating at Artesia. Great job!"

Approximately 1,400 Immigration Inspectors and Border Patrol agents were given Intelligence training in FY98. By the end of the second quarter of FY99, HQINT will have provided similar training to approximately 2,400 officers and agents, and will continue to assist both districts and sectors in facilitating training as necessary.



Cliff Landsman (right), acting assistant commissioner for Intelligence, presents Inspector Jason Donnelly, Boston, MA, District, with a certificate of completion at the end of the "Train the Trainer" course (session 1).

# LDC Update

## Leadership Development Center Supports BCI Initiative

*Class Schedule for FY2000 Also Announced*

“No matter the challenge—whether operational or physical—together we can overcome it!”

That was one of the sentiments expressed by a participant in the INS Leadership Development Center’s (LDC) new class, specifically designed for those involved in the Border Coordination Initiative.

Participants from five southern border ports—Brownsville, Laredo, El Paso, Pharr, and Eagle Pass, TX—gathered recently in the ‘Building Better Bridges’ course. The U.S. Customs Service (port directors and resident agents-in-charge), U.S. Department of Agriculture, and INS (port directors and Border Patrol agents) were all represented.

The overall goal was building better bridges of communication, cooperation, and trust between the employees of all participating agencies. The “Whole-Scale Change” model was used in a classroom setting to bridge existing gaps. To further build trust and cooperation, the participants spent a day at Canyon Creek Ranch learning how far they could come by working together, including climbing a 50-foot wall with their colleagues serving as their belay teams and safety nets.

In their evaluations, students overwhelmingly indicated that they would keep the commitments they made to each other, and that the exchange of ideas, data, and other information

among the ports was extremely beneficial. And, they had a great time!



Eagle Pass, TX, Border Patrol Agent Eduardo Martinez and Hidalgo, TX, Border Patrol Agent Ernesto Casillas climb a 50-foot wall during a recent BCI-related training session sponsored by the Service’s Leadership Development Center. (photo courtesy INS LDC)

### THE FY2000 CLASS SCHEDULE FOR THE SERVICE’S LEADERSHIP DEVELOPMENT CENTER IS PROVIDED BELOW:

- **BASIC SUPERVISION:** October 25-19; November 29-December 3; January 3-7; January 24-28; February 7-11; February 28-March 3; March 27-31; May 1-5; June 5-9; July 24-28; August 14-18; and September 11-15. (There are three Basic Supervision classes each of these weeks.)
- **ADVANCED SUPERVISION:** November 1-5; November 15-19; December 6-10; January 10-14; February 14-18; March 6-10; April 3-7; June 12-16; July 10-14; September 18-22; and September 25-29.
- **BASIC MANAGEMENT:** November 1-5; January 24-28; February 14-18; May 22-26; June 26-30; July 17-21; and August 14-18.
- **ADVANCED MANAGEMENT:** December 13-17; March 13-17; May 22-26; June 26-30 and August 21-25.
- **BALANCED LEADERSHIP:** October 25-29; May 1-5; and September 18-22.
- **ORGANIZATIONAL LEADERSHIP:** November 15-19; March 13-17; May 22-26; June 19-23; and August 21-25.
- **DEALING WITH DIFFICULT EMPLOYEES:** November 1-5; November 15-19; December 6-10; January 10-14; February 14-18; March 6-10; April 3-7; June 12-16; July 10-14; and September 25-29.
- **EMPLOYMENT ISSUES:** October 19-21; November 16-18; December 14-16; January 11-13; February 22-24; March 14-16; April 18-20; June 6-8; August 1-3; and August 29-31.
- **EFFECTIVE WRITING:** November 29-December 10; January 31-February 11; April 3-14; July 10-21; and September 11-22.
- **SERVICE EXCELLENCE:** December 14-16; February 29-March 2; April 18-20; May 9-11; June 20-22; July 11-13; and August 29-31.
- **EFFECTIVE PRESENTATIONS:** November 9-10; January 19-20; February 23-24; March 7-8; April 18-19; May 16-17; June 20-21; July 18-19; August 22-23; and September 26-27.

# INS AWARDS *Notes*

## National Firearms Unit Recognized for Interagency Cooperation

In a special ceremony held at INS Headquarters in late May and hosted by Commissioner Meissner, the Service's National Firearms Unit (NFU) was recognized by U.S. Marshals Service



NFU Director Gary Runyon, standing with his wife and Commissioner Meissner, accepts the special badge from Marshals Service Director Eduardo Gonzales.

Director Eduardo Gonzales for facilitating the transfer of 3,000 excess firearms and more than one million rounds of ammunition to the Marshals.

The firearms, which were requested by the Marshals Service, included Ruger GP-100s and Speed Six .357 magnum revolvers. They became excess when INS made the transition to the Beretta 96D .40 caliber semi-automatic pistol. The ammunition will be transferred to the Marshals via the General Services Administration.

During the ceremony, Director Gonzales presented NFU Director Gary Runyon with a Special Duty U.S. Marshals Badge in recognition

of the joint effort. Only 20 of the specially made awards have been produced, with each containing an original badge used by the Marshals during major Federal trials from 1930 to 1972.

Said Runyon following the ceremony, "This transfer of excess firearms and ammunition demonstrates the cooperation and close working relationship between the two agencies at the headquarters level. It places serviceable excess firearms with another Federal agency where they can be effectively utilized at a cost savings to both the government and the taxpayer."

In addition, he said, the transfer will save the NFU approximately one-and-a-half years of work in processing the revolvers for destruction.

## Oscar H. Garza, Jr. Receives "Hero for Children" Award

Laredo, TX, Sector Assistant Chief Patrol Agent Oscar H. Garza was recently recognized by the Texas State Board of Education as a "Hero for Children" for his countless and dedicated hours of volunteer work for the city's youth.

During a special awards ceremony held at the William B. Travis State Office Building in Austin, Garza was among 14 volunteers cited for his support for, and direct involvement with, a wide range of community organizations including: Laredo Elderly Services, the South Texas Alzheimer's Organization, the Laredo Regional Food Bank, Mercy

Regional Medical Center, and the United Way of Laredo. He is also responsible for coordinating the sector's Drug Demand Reduction Program, Explorer



Border Patrol Agent Oscar H. Garza, Jr. is congratulated by Rene Nunez of the Texas Education Agency after receiving the Heroes for Children Award in Austin, TX, on May 6.

Scouting Program, Air Operations Program, Bike Patrol, Equal Employment Opportunity Program, and Health and Safety Program.

A 30-year veteran of the U.S. government, Garza has been recognized in the past with INS Commissioner's Awards as "employee of the year" and for demonstrating heroism and valor in the line of duty.

*Public Affairs Officer Mike Herrera of the Laredo Sector contributed to the development of this story.*

## David Goldberg Named One of Elite "Federal 100"

David Goldberg, INS' deputy associate commissioner for Information Resources Management (IRM) has been recognized by *Federal Computer Week (FCW)* newspaper as one of the "Federal 100" of 1999—the top 100 individuals "having

# PEOPLE ON *the Move*

## At Headquarters:

Through a memorandum from the Commissioner dated May 20, it was announced that **William R. Yates** has been reassigned to the Senior Executive Service position of deputy associate commissioner for the Immigration Services Division (ISD) in Washington, DC.

With more than 25 years of progressively more responsible experience with INS, Yates was acting in this position for the past year following his appointment as the Service's Eastern Region director in Burlington, VT.

Over the course his INS career, he has held 13 key managerial positions, starting with the Service as a criminal investigator in 1974. He was a supervisory immigration examiner in Newark, NJ, from 1980 to 1983, when he moved to the Eastern Region office to accept a position as a regional immigration examiner. Named assistant regional commissioner for inves-

tigations in 1986, he held that position for four years, then served as director of the Organized Crime Drug Enforcement Task Force Branch at Headquarters from 1990 to 1993. He was appointed as director of the Vermont Service Center in 1993, a position he held until being appointed regional director.

According to the Commissioner, Yates "brings solid technical, executive, and leadership qualifications to this position. I am confident that the considerable accomplishments he has already made in establishing the new Immigration Services Division will continue to be strengthened under his sustained leadership in this new post."

In a key personnel decision released the same day, Commissioner Meissner announced the reassignment of **Gustavo (Gus) De La Viña** to Washington, DC, where he will continue his duties as assistant commissioner

for Border Patrol. For the past year De La Viña has been acting in this capacity from his duty station in California, prior to which he was director of the Service's Western Region Office in Laguna Niguel, CA, since 1995.

"Chief De La Viña has been instrumental in strengthening the Border Patrol's operations and reputation for exceptionally high standards of integrity, *esprit de corps*, and professionalism," the Commissioner wrote in announcing his transfer to Headquarters. "[His] deep experience with border affairs and leadership by example have elevated the standing of the Border Patrol and its operational effectiveness significantly. I am confident that he will continue his record of success with the INS, and I look forward to working with him in the future."

Both personnel actions are subject to approval by the Department of Justice.

## INS Awards Notes, continued...

the greatest impact on the government systems community" during the past year.

According to FCW Editor-in-Chief Anne A. Armstrong, this year's Federal 100 were selected based on "the difference [they] have made in the way agencies and companies develop, acquire, and manage information technology in the Federal world." Those on the list—which also included staffers from the U.S. Air Force, General Services Administration, FBI, and Department of Defense—were formally recognized at a dinner held at the National Building Museum in Washington, DC, on June 15, and their names and biographies were included in a special issue of the newspaper published on June 7.

Goldberg has worked at INS since 1993, coming to the agency with current IRM Director Ron Collison from NASA. Prior to joining INS, he held other positions at the Federal Energy Regulatory Commission, Department of Energy, and Department of Education, where he obtained his initial experience in information technology procurement.



David Goldberg

# IN

# Memoriam

## To a Friend: Joyce Chiang Remembered

*From the Editor: The piece that follows is without a doubt the most difficult I have had to write in my three years with the *Communiqué*. Although I have composed memorials for far too many fallen INS agents—many of whom died at a tragically young age—nothing can compare with the pain and disbelief of losing a friend with whom you worked and laughed each day. Losses such as this make one question the essential fairness and safety that should govern our lives—the ability to work hard, have good friends, and enjoy life without worrying about the possibility that harm may befall us. Perhaps this ideal is just a dream in today’s society. But this is how everyone who knew Joyce Chiang felt when around her. And deep down, it’s a feeling we still remember when we think of her.*

“Hey Bud!”

That’s how you knew Joyce was coming to see you. The phrase rang out from around the corner or down the hall—always with a pleasant, almost joyous tone, as if she was happier to see you than anyone else she had talked to that day.

Joyce was always happy. And her smile brought an infectious happiness to others. At just 28 years old, she seemed to have it all together—an apartment she shared with her brother in Washington’s Dupont Circle, more friends than she could count, a special bond with her mother, and the respect of those she worked with for her professional abilities.

And yet, when you asked Joyce what she really wanted to do with her life, she still seemed to be working to figure it out. With her mother in Southern California and her career and many friends on the East Coast, she was often on cross-country flights, dividing her time as best as she could between those she loved. This was how she was. A slight young woman who gave all of her being to those she cared about.



A graduate of Smith College, where she served as student body president, Joyce soon moved to Washington, DC, and took a job with a California congressman. While working on Capitol Hill she attended night school at

Georgetown University Law School, joining INS in 1995 as a special assistant in the Headquarters Office of Congressional Relations (OCR). She went on to work as counsel for OCR, as an attorney in the Office of General Counsel, and was most recently detailed to the Los Angeles District office to help improve its relationship with the area’s congressional delegation.

In addition, according to her close friend (and former INS General Counsel) Paul Virtue, she was integral in coordinating the many activities required to implement the major new immigration law enacted by Congress in 1996.

At a memorial ceremony held in Washington in late April, Commissioner Meissner eloquently said what so many of Joyce’s friends were thinking. “No matter the challenge, Joyce met with success, because she knew how to tap the best in the people whom she worked with. She did it through her own example of hard work and, more important, by treating everyone with respect, rooted in love. Everyone wanted to work with Joyce, and those of us privileged to do so cherished every moment we shared with her.”  
If only we’d had more of those moments before we lost her.

*Joyce Chiang disappeared on January 9 while on her way to get a coffee after having dinner with friends in Washington, DC. She was remembered in a memorial ceremony attended by Commissioner Meissner, Attorney General Janet Reno, and Deputy Attorney General Eric Holder on April 29, 1999. The investigation into the cause of her death is continuing.*